



How to support your colleague through the CESR process

With the current workforce crisis, Dermatology Consultants are asking how best they can support their talented SAS doctors and locum Consultant colleagues to achieve CESR. We aim to explain what is required and how to support these doctors, with further advice available via the Education Unit if required.

Considerable work within the BAD Education Unit and SAS sub-committee has been taking place over recent years, aiming to demystify CESR and provide support for potential candidates.

Gaining Specialist Registration via the Certificate of Eligibility for Specialist Registration (CESR) route is often poorly understood, by potential applicants and consultant colleagues alike. Any Dermatologist from the UK or overseas is eligible to apply, providing they can demonstrate equivalent knowledge, skills and experience compatible with the GMC approved curriculum, in Dermatology and with equivalent Core Medical Training competences.

The basic principle to appreciate is that entry to the Specialist Register is governed by the GMC Quality Assurance Framework. Maintaining the standard of excellence of UK Dermatology Consultants is key.

There are no shortcuts. Success in obtaining CESR is an arduous, time consuming process and can be assisted greatly with better understanding and support from the whole Dermatology workforce.

What is CESR? The demonstration of knowledge, skill and experience equivalent to that of successful UK trained Consultant Dermatologist via CCT.

What are the basic application requirements? A postgraduate qualification in Dermatology (e.g. the Cardiff Diploma) OR completion of a 6 month training post (e.g. SHO). The applicant will not pass the first stage of GMC scrutiny without this.

How is the candidate assessed? A robust process of standardised assessment occurs. This involves the completion of a detailed application form supported with validated evidence, usually filling an A4 box file. This also needs to be supported by a minimum of 5 detailed referee reports.

A GMC Advisor is allocated to the candidate to provide practical guidance through this process. The application is initially scrutinised by the GMC Specialty Advisory Team, to ensure all areas have been covered appropriately (e.g. evidence of previous employment; inclusion of audit etc). Although experience within the last 5 years is deemed most relevant by GMC, more historical evidence can be submitted, with an explanation of the relevance and why it needs to be included.

The application is then passed to the Dermatology SAC. Two trained Assessors act on behalf of the JRCPTB, work through the application separately before coming together to jointly assess the candidate's application. The candidate is informed of the outcome and any recommendations if necessary, ideally within 90 days. It is useful for the candidate to be aware that the Assessors time is unpaid and takes several days of work. Good organisation of their application would be appreciated!

Cost of CESR application - £1600

Completing a CESR application is an extremely arduous task, mainly done in a doctor's spare time, as often no protected training time or a formal Educational Supervisor is allocated to SAS / locum doctors.

Estimates of between 6-12 months of regular weekend work, producing and organising the evidence for the application is normal.



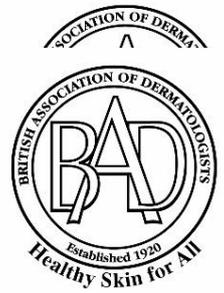
Tips to assist CESR success -

1. Begin with a copy of the current Dermatology curriculum and think how equivalence with the relevant sections can be demonstrated
2. Provide a clinical supervisor /mentorship if possible
3. Encourage others in the department to provide ad hoc support and assistance in providing evidence for the candidates, e.g. via completion of WPBAs
4. Optimise the use of every learning event where possible (e.g. documenting attendance and discussion of interesting patients on a ward round) with reflection recorded afterwards, to address specific areas of the curriculum
5. The candidate must get to know the CMT as well as the Dermatology Curriculum, with the use of the ePortfolio if desired (£169 per year) to collect evidence mapped to specific areas of the curriculum.
6. Encourage attendance at the usual SPR recommended training courses, especially if needing to fill gaps in curriculum or training, with appropriate reflection and clinical experience to back these up.
7. Currently, MRCP is not mandatory. Without MRCP, CMT competences can be difficult to achieve but there is specific guidance available which is shared on the BAD CESR Workshops and available on the website. Networking with acute medicine and A&E colleagues to support completion of WPBAs or Reflections towards top acute presentations. On line general medical modules through BMJ and NHS e-learning are examples of recognised resources to gather evidence
8. Advise candidates that if medical colleagues assist with CMT competencies, that any WPBA relates to that competency only and does not suggest equivalence to CMT in general
9. Use evidence from appraisals within 5 years as the CESR application is also organised in the four domains of Good Medical Practice
10. Encourage participation in audit, with completion of at least one audit cycle being mandatory
11. Encourage participation in teaching, managerial and leadership projects to demonstrate the broad experience that will be required at consultant level and include the supporting evidence
12. Encourage achievement of the Specialty Certificate Examination (SCE), which may become compulsory in the future as a standard measure of knowledge
13. Encourage networking with other CESR applicants or recently successful candidates. The BAD Education Unit CESR team may be able to provide contacts
14. Encourage attendance of CESR Workshops – the BAD CESR Workshop runs 2-3 times per year and is unique as this provides a specific Dermatology focus, supported by the GMC officers. Generic courses are also run by GMC, RCP and local Deaneries
15. Specific verification of evidence is required and is time consuming. Consider doing prospectively or in chunks.

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ESSENTIAL RESOURCES

The BAD CESR Guidance Framework provides detailed guidance, FAQs, other useful resources and examples of previously successful candidates.

<http://www.bad.org.uk/shared/get-file.ashx?id=3828&itemtype=document>,

Specialty Specific Guidelines, GMC

http://www.gmc-uk.org/SGPC_SSG_Dermatology_DC2292.pdf_48457727.pdf/

The BAD CESR Workshop

<http://www.bad.org.uk/healthcare-professionals/education/education-unit/cesr-workshop>